-	DMENT OF SOLICITATION/MC		ONUNCLASSIF			
2. AMENI M011	DMENT/MODIFICATION NO. 3. EFFECTIV 03/01/2004	E DATE 4. REQUIS	SITION/PURCHASE REQ. NO	ŔΪ	ROJECT NO. (If apolice	N PART
6. ISSUE OFFICE O PO BOX		LMAQM19 QM)	7. ADMINISTERED BY (I			
Contact:	Vanessa Barreto Teleph	none: 703-875-5257	,		9A. AMENDMENT OF	SOLICITATION NO.
8. NAME	AND ADDRESS OF CONTRACTOR (No.	, street, county, Sta	te and Zip Code)]	OR DATED (CEC.TE	18.44)
THE O	RKAND COMPANY				9B. DATED (SEE ITE	NA 11)
	700 , 7799 LEESBURG PIKE	,		(x)		OF CONTRACT/ORDER
	CHURCH, VA UNITED STATES 22043	•			NO. SLMAQM01D00	
CODE 1		ACILITY CODE		(X)	01/26/2001	I EM 13)
	11. THI	S ITEM ONLY APPL	LIES TO AMENDMENTS OF S	OLIC	ITATIONS	
Official (a) (a) (b) subo	above numbered solicitation is amended as set for Brs must acknowledge receipt of this amendment piles By completing Items 8 and 15, and returning mitted; or (c) By separate letter or telegram which in BE RECEIVED AT THE PLACE DESIGNATED FOR REJECTION OF YOUR OFFER. If by virtue of this er, provided each telegram or letter makes reference	ior to the hour and date copies of the amen ncludes a reference to to PR THE RECEIPT OF C	specified in the solicitation or as audient; (b) By acknowledging receipte solicitation and amendment num PFERS PRIOR TO THE HOUR AI	mende pt of th ibers. ND DA	is amendment on each copy FAILURE OF YOUR ACKN TE SPECIFIED MAY RESU	of the offer OWLEDGMENT LT
12. ACCO	UNTING AND APPROPRIATION DATA (II	required)	ins anenument, and is received p	107 10 1		ecified.
	FUNDED BY INDIVIDUAL DELIVERY ORE	• •			\$ 0.00	
	/ 13. THIS IT IT MOD	EM ONLY APPLIES TO	MODIFICATION OF CONTRACT MODIFICATION OF CONTRACT	S/ORC	DERS,	·
HECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUAI THE CONTRACT ORDER NO. IN ITEM 10A.	NT TO: (Specify author	(ty) THE CHANGES SET FORTH	N ITE	M 14 ARE MADE IN	
	B. THE ABOVE NUMBERED CONTRACT/ORDE changes in paying office, appropriation date, etc.)	ER IS MODIFIED TO RE SET FORTH IN ITEM 1	FLECT THE ADMINISTRATIVE C 4. PURSUANT TO THE AUTHORI	HANG TY OF	ES (such as AUTHORITY OF FAR 43.1	03(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENT	ERED INTO PURSUA	NT TO AUTHORITY OF:	-		
	D. OTHER (Specify type of modification and auth	ority)			·	
	FAR 52.217-09 Option to Extend the Term	of the Contract Servi	ces (MAR 2000)			
. IMPORT	FANT: Contractor X is not, is	required to sign this	document and return	copie	s to the issuing office.	,
	RIPTION OF AMENDMENT/MODIFICATION e attachments.	(Organized by Ut	CF section headings, including	solici	tation/contract subject n	natter where feasible.)
	UNITED STATES DEPARTMEN REVIEW AUTHORITY: CHARI DATE/CASE ID: 18 APR 2007 2	LES E LAHIGUI	E RA			
			•		•	

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect. 15A. NAME AND TITLE OF SIGNER (Type or print) 16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Sharon James BY ______(Signature of Contracting Officer) 15B. CONTRACTOR/OFFEROR 15C. DATE SIGNED 16C. DATE SIGNED (Signature of person authorized to sign) STANDARD FORM 3 (REV. 10-83) Prescribed by GSA FAR (48 CFR) 53.243

NSN 7540-01-152-8070 PREVIOUS EDITION UNUSAGLE

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ine Item Summary Document Number SLMAQM01D0051-M011

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Page 2 of 2

Total Funding: USD

0.00 (USD)

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m No.	Description		Quantity	Unit	Unit Price		(Includes Discounts
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Contract No. S-LMAQM-01-D-0051 The Orkand Corporation Modification Eleven (11)

- The purpose of this modification is to exercise Option Year Three (3) of Contract No. S-LMAQM-01-D-0051 pursuant to the authority stated in line 13D FAR 52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000). Pursuant to this authority, Contract No. S-LMAQM-01-D-0051 is hereby extended from March 1, 2004 through February 28, 2005.
- 2. Effective March 1, 2004, Wage Determination No. 1994-2103, Revision 30, dated June 3, 2003 is hereby incorporated into Contract No. S-LMAQM-01-D-0051.
- 3. Funds shall be obligated by the issuance of separate delivery orders.
- 4. All other terms and conditions under Contract No. S-LMAQM-01-D-0051 remain unchanged and are in full force and effect.

REGISTER OF WAGE DETERMINATIONS UNDER SERVICE CONTRACT ACT

By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W.Gross Director Division of Wage Determinations Wage Determination No.: 1994-2103

Revision No.: 30

Date of Last Revision: 06/03/2003

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William,
Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11 .18
01012 - Accounting Clerk II	12 .74
01013 - Accounting Clerk III	14 .30
01014 - Accounting Clerk IV	16 .37
01030 - Court Reporter	16 .43
01050 - Dispatcher, Motor Vehicle	16 .09
01060 - Document Preparation Clerk	12 .42
01070 - Messenger (Courier)	10 .23
01090 - Duplicating Machine Operator	12 .42
01110 - Film/Tape Librarian	14 .65
01115 - General Clerk I	11 .68
01116 - General Clerk II	13 .72
01117 - General Clerk III	15 .32
01118 - General Clerk IV	18 .74
01120 - Housing Referral Assistant	19 .04
01131 - Key Entry Operator 1	10 .80
01132 - Key Entry Operator II	12 .07
01191 - Order Clerk I	14 .74
01192 - Order Clerk II	16 .29
01261 - Personnel Assistant (Employment) I	13 .05
01262 - Personnel Assistant (Employment) Il	14 .24
01263 - Personnel Assistant (Employment) III	16 .42
01264 - Personnel Assistant (Employment) IV	19 .60
01270 - Production Control Clerk	17 .28

http://www.dol-esa.gov/sf98/getwd.htm?wlid=1012ASSIFIED

02/24/2004

01290 - Rental Clerk	15 .42
01300 - Scheduler, Maintenance	15 .26
01311 - Secretary I	15 .26
01312 - Secretary II	16 .56
01313 - Secretary III	19 .04
01314 - Secretary IV	20 .15
01315 - Secretary V	23 .47
01320 - Service Order Dispatcher	15 .44
01341 - Stenographer I	14 .68
01342 - Stenographer II	16 .47
01400 - Supply Technician	20 .15
01420 - Survey Worker (Interviewer)	14 .94
01460 - Switchboard Operator-Receptionist	10 .96
01510 - Test Examiner	16 .56
01520 - Test Proctor	16 .56
01531 - Travel Clerk I	11 .63
01532 - Travel Clerk II	12 .49
01533 - Travel Clerk III	13 .41
01611 - Word Processor I	11 .80
01612 - Word Processor II	14 .22
01613 - Word Processor III	16 .65
	•
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12 .86
03041 - Computer Operator I	14 .30
03042 - Computer Operator II	15 .82
03043 - Computer Operator III	18 .60
03044 - Computer Operator IV	20:.44
03045 - Computer Operator V	22 .94
03071 - Computer Programmer I (1)	19 .64
03072 - Computer Programmer II (1)	23 .05
03073 - Computer Programmer III (1)	26 .99
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	27 .62
03102 - Computer Systems Analyst II (1)	27 .62
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	. 14 .30
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22 .73
05010 - Automotive Glass Installer	17 .88
05040 - Automotive Worker	17 .88
05070 - Electrician, Automotive	18 .95

05100 - Mobile Equipment Servicer	15 .69
05130 - Motor Equipment Metal Mechanic	19 .98
05160 - Motor Equipment Metal Worker	17 .88
05190 - Motor Vehicle Mechanic	20 .07
05220 - Motor Vehicle Mechanic Helper	16 .81
05250 - Motor Vehicle Upholstery Worker	17 .88
05280 - Motor Vehicle Wrecker	17 .88
05310 - Painter, Automotive	18 .95
05340 - Radiator Repair Specialist	17 .88
05370 - Tire Repairer	14 .43
05400 - Transmission Repair Specialist	19 .98
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9 .01
07010 - Baker	11 .87
07041 - Cook I	10 .93
07042 - Cook II	12 .46
07070 - Dishwasher	9 .22
07130 - Meat Cutter	16 .07
07250 - Waiter/Waitress	8 .59
09000 - Furniture Maintenance and Repair Occupations	
09010 - Électrostatic Spray Painter	18 .05
09040 - Furniture Handler	12 .55
09070 - Furniture Refinisher	18 .05
09100 - Furniture Refinisher Helper	13 .85
09110 - Furniture Repairer, Minor	16 .01
09130 - Upholsterer	18 .05
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9 .67
11060 - Elevator Operator	9 .79
11090 - Gardener	12 .98
11121 - House Keeping Aid I	9 .13
11122 - House Keeping Aid II	9 .39
11150 - Janitor	10 .12
11210 - Laborer, Grounds Maintenance	10 .75
11240 - Maid or Houseman	9 .28
11270 - Pest Controller	12 .44
11300 - Refuse Collector	10 .88
11330 - Tractor Operator	12 .73

11360 - Window Cleaner

10 .51

12000 - Health Occupations	
12020 - Dental Assistant	15 .80
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13 .08
12071 - Licensed Practical Nurse I	14 .63
12072 - Licensed Practical Nurse II	16 .42
12073 - Licensed Practical Nurse III	18 .38
12100 - Medical Assistant	12 .94
12130 - Medical Laboratory Technician	15 .32
12160 - Medical Record Clerk	13 .60
12190 - Medical Record Technician	14 .97
12221 - Nursing Assistant I	8 .46
12222 - Nursing Assistant II	9 .52
12223 - Nursing Assistant III	11 .94
12224 - Nursing Assistant IV	13 .40
12250 - Pharmacy Technician	` 11 .84
12280 - Phlebotomist	11 .21
12311 - Registered Nurse I	24 .00
12312 - Registered Nurse II	26 .70
12313 - Registered Nurse II, Specialist	· 26 .70
12314 - Registered Nurse III	34 .48
12315 - Registered Nurse III, Anesthetist	34 .48
12316 - Registered Nurse IV	41 .33
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	- 18 .95
13011 - Exhibits Specialist I	17 .98
13012 - Exhibits Specialist II	22 .48
13013 - Exhibits Specialist III	27 .29
13041 - Illustrator I	18 .73
13042 - Illustrator II	23 .42
13043 - Illustrator III	28 .82
13047 - Librarian	22 .33
13050 - Library Technician	16 .28
13071 - Photographer I	13 .93
13072 - Photographer II	15 .64
13073 - Photographer III	19 .56
13074 - Photographer IV	24 .08
13075 - Photographer V	26 .50
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8 .71
15030 - Counter Attendant	8 .71
15040 - Dry Cleaner	0 04

15070 - Finisher, Flatwork, Machine	8 .71
15090 - Presser, Hand	8 .71
15100 - Presser, Machine, Drycleaning	8 .71
15130 - Presser, Machine, Shirts	8 .71
15160 - Presser, Machine, Wearing Apparel, Laundry	8 .71
15190 - Sewing Machine Operator	10 .67
15220 - Tailor	12 .43
15250 - Washer, Machine	9 .31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18 .95
19040 - Tool and Die Maker	23 .05
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19 .38
21020 - Material Coordinator	17 .12
21030 - Material Expediter	17 .12
21040 - Material Handling Laborer	11 .50
21050 - Order Filler	13 .21
21071 - Forklift Operator	14 .58
21080 - Production Line Worker (Food Processing)	14 .08
21100 - Shipping/Receiving Clerk	13 .09
21130 - Shipping Packer	13 .02
21140 - Store Worker I	9 .06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .01
21210 - Tools and Parts Attendant	16 .99
21400 - Warehouse Specialist	15 .76
21400 - Walehouse opecianst	
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22 .24
23040 - Aircraft Mechanic Helper	14 .71
23050 - Aircraft Quality Control Inspector	23 .43
23060 - Aircraft Servicer	17 .82
23070 - Aircraft Worker	18 .09
23100 - Appliance Mechanic	18 .95
23120 - Bicycle Repairer	14 .43
23125 - Cable Splicer	22 .51
23130 - Carpenter, Maintenance	18 _. .95
23140 - Carpet Layer	17 .61
23160 - Electrician, Maintenance	22 .59
23181 - Electronics Technician, Maintenance I	16 .88
23182 - Electronics Technician, Maintenance II	. 21 .92
23183 - Electronics Technician, Maintenance III	23 .87

23260 - Fabric Worker	16 .55
23290 - Fire Alarm System Mechanic	19 .98
23310 - Fire Extinguisher Repairer	15 .69
23340 - Fuel Distribution System Mechanic	20 .93
23370 - General Maintenance Worker	17 .28
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19 .25
23430 - Heavy Equipment Mechanic	19 .98
23440 - Heavy Equipment Operator	20 .28
23460 - Instrument Mechanic	19 .98
23470 - Laborer	11 .79
23500 - Locksmith	18 .95
23530 - Machinery Maintenance Mechanic	20 .51
23550 - Machinist, Maintenance	21 .52
23580 - Maintenance Trades Helper	14 .54
23640 - Millwright	19 .70
23700 - Office Appliance Repairer	18 .95
23740 - Painter, Aircraft	21 .29
23760 - Painter, Maintenance	18 .95
23790 - Pipefitter, Maintenance	20 .94
23800 - Plumber, Maintenance	19 .86
23820 - Pneudraulic Systems Mechanic	19 .98
23850 - Rigger	19 .98
23870 - Scale Mechanic	17 .88
23890 - Sheet-Metal Worker, Maintenance	19 .98
23910 - Small Engine Mechanic	20 .05
23930 - Telecommunication Mechanic I	19 .41
23931 - Telecommunication Mechanic II	20 .45
23950 - Telephone Lineman	20 .93
23960 - Welder, Combination, Maintenance	19 .98
23965 - Well Driller	19 .98
23970 - Woodcraft Worker	19 .98
23980 - Woodworker	15 .32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11 .37
24580 - Child Care Center Clerk	15 .86
24600 - Chore Aid	8 .86
24630 - Homemaker	16 .45
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22 .20
25040 - Sewage Plant Operator	19 .52
25070 - Stationary Engineer	22 .20

25190 - Ventilation Equipment Tender	13 .85
25210 - Water Treatment Plant Operator	19 .72
•	
27000 - Protective Service Occupations	
(not set) - Police Officer	21 .76
27004 - Alarm Monitor	15 .26
27006 - Corrections Officer	17 .69
27010 - Court Security Officer	19 .46
27040 - Detention Officer	18 .29
27070 - Firefighter	19 .72
27101 - Guard I	.51
27102 - Guard II	12 .53
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16 .76
28020 - Hatch Tender	16 .76
28030 - Line Handler	16 .76
28040 - Stevedore I	15 .76
28050 - Stevedore II	17 <i>.</i> 78
29000 - Technical Occupations	
21150 - Graphic Artist	. 20 .52
29010 - Air Traffic Control Specialist, Center (2)	29 .85
29011 - Air Traffic Control Specialist, Station (2)	20 .59
29012 - Air Traffic Control Specialist, Terminal (2)	22 .67
29023 - Archeological Technician I	15 .52
29024 - Archeological Technician II	17 .35
29025 - Archeological Technician III	21 .51
29030 - Cartographic Technician	22 .87
29035 - Computer Based Training (CBT) Specialist/ Instructor	25 .84
29040 - Civil Engineering Technician	, 19 .56
29061 - Drafter I	13 .01
29062 - Drafter II	16 .29
29063 - Drafter III	18 .30
29064 - Drafter IV	22 .87
29081 - Engineering Technician I	16 .15
29082 - Engineering Technician II	18 .75
29083 - Engineering Technician III	22 .54
29084 - Engineering Technician IV	25 .86
29085 - Engineering Technician V	31 .62
29086 - Engineering Technician VI	38 .26
29090 - Environmental Technician	19 .29
29100 - Flight Simulator/Instructor (Pilot)	30 .54

29160 - Instructor	23 .9
29210 - Laboratory Technician	16 .8
29240 - Mathematical Technician	23 .39
29361 - Paralegal/Legal Assistant I	18 .3
29362 - Paralegal/Legal Assistant II	23 .44
29363 - Paralegal/Legal Assistant III	28 .61
29364 - Paralegal/Legal Assistant IV	34 .69
29390 - Photooptics Technician	22 .87
29480 - Technical Writer	25 .08
29491 - Unexploded Ordnance (UXO) Technician I	18.97
29492 - Unexploded Ordnance (UXO) Technician II	22 .96
29493 - Unexploded Ordnance (UXO) Technician III	27 .51
29494 - Unexploded (UXO) Safety Escort	18 .97
29495 - Unexploded (UXO) Sweep Personnel	18 .97
29620 - Weather Observer, Senior (3)	21 .32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	· 18 .30
29622 - Weather Observer, Upper Air (3)	18 .30
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15 .95
31260 - Parking and Lot Attendant	8 .62
31290 - Shuttle Bus Driver	12 .94
31300 - Taxi Driver	10 . 9 9
31361 - Truckdriver, Light Truck	12 .37
31362 - Truckdriver, Medium Truck	15 .72
31363 - Truckdriver, Heavy Truck	18 .40
31364 - Truckdriver, Tractor-Trailer	18 .40
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9 .33
99030 - Cashier	8 .53
99041 - Carnival Equipment Operator	11 .78
99042 - Carnival Equipment Repairer	12 .69
99043 - Carnival Worker	7 .93
99050 - Desk Clerk	9 .78
99095 - Embalmer	19 .04
99300 - Lifeguard	9 .97
99310 - Mortician	. 22 .94
99350 - Park Attendant (Aide)	12 .52
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .81
99500 - Recreation Specialist	15 .94
99510 - Recycling Worker	14 .06
00610 - Salas Clark	10 40



99620 - School Crossing Guard (Crosswalk Attendant)	. 11 .37
99630 - Sport Official	11 .24
99658 - Survey Party Chief (Chief of Party)	16 .41
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15 .60
99660 - Surveying Aide	10 .20
99690 - Swimming Pool Operator	. 13 .54
99720 - Vending Machine Attendant	10 .43
99730 - Vending Machine Repairer	13 .54
99740 - Vending Machine Repairer Helper	11 .02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than

small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's

recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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AMENDMENT OF SOLICITAT		_		1. CONTINACT ID COL	1 of 2
2. AMENDMENT/MODIFICATION NO. M012	3. EFFECTIVE DATE 04/08/2004	4. REQUISITI	ON/PURCHASE REQ. NO.	5. PROJECT NO. (Happli	able)
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THE ORKAND COMPANY	•	<u> </u>		104 MODIFICATION	OF CONTRACT/ORDE
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Modification Twelve (12)
Contract No. S-LMAQM-01-D-0051
The Orkand Corporation

1. The purpose of this modification is to incorporate new fully loaded hourly rates for Option Years One, Two, Three and Four based on Wage Determination No. 1994-2103 Rev sion No. 30. This action is being taken per the authority cited in Block 13D on page one of this codification. Any previous rates for the applicable labor categories as identified below are hereby superseded by the following rates:

OPTION YEAR ONE

Item	Description	Regular Rate	Overtime Rate
10054	Depot Administrator		<u> </u>
	Depot Administrator		
	Documentation Specialist	İ	
	Documentation Specialist		
10104			
	Administrative Assistant		
	System Testing Specialist		
	System Testing Specialist		
	Senior Production Operator		
	Senior Production Operator		
OPTIC	ON YEAR TWO		·
İtem	Description		
2005A	Depot Administrator		
2005B			·
2006A			
2006B			İ
2010A	Administrative Assistant		J
2010B	Administrative Assistant		
2011A	System Testing Specialist		
2011B			•
2027A	Senior Production Operator		
2027B		-	
OPTIO	n year three		
Item	Description		
3005A	Depot Administrator		
3005B	Depot Administrator		1
3006A	Documentation Specialist	İ	
3006B			i
	Administrative Assistant	ĺ	
301 0B	Administrative Assistant		i
	System Testing Specialist	1	
3011B	System Testing Specialist		ľ
3027A	Senior Production Operator	ĺ	
3027B	Senior Production Operator		ł
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OPTION YEAR FOUR

[tem	Description	Regular Rate	Overtime
4005A	Depot Administrator		
4005B	Depot Administrator		
4006A		.	
4006B	Documentation Specialist		
4010A	Administrative Assistant	* [
4010B	Administrative Assistant		
4011A	 		
4011B		1	
	Senior Production Operator		
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3011A	SYSTEM TESTING SPECIALIST	COMPUTER OPERATOR I												
30110	SYSTEM TESTING SPECIALIST	COMPUTER OPERATOR I												
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Modification Fourteen (14)
Contract No. S-LMAQM-01-D-0051
The Orkand Corporation

The purpose of this modification is to address the following two changes:

1) Incorporate additional labor categories for Option Year Three and Option Year Four to Task Order 405 Domestic Operations Support and Task Order 406 Configuration Management.

Additional labor category billing rates for Task 405 Domestic Operations Support are as follows:

Labor Category	Site
Help Desk Analyst	Contractor
Help Desk Analyst	Government

Help Desk Analyst

Responsibilities: The Help Deak Analyst will research, resolve and respond to questions and problems received via telephone calls, emails, or as directed by the manager and provide support in accordance with current standards. Document customer information and detailed problem descriptions in a call tracking software program. Escalate problems in accordance with Service Level Agreements and program policy. Evaluate team workflow and processes and recommend/implement improvements to those processes. Review customer support requests for accuracy and monitor quality of work performed by the team, as directed by the manager. Work on special projects and surveys as directed by the manager.

Education/Experience: It is desired that the Help Desk Analyst possess a Bachelor's degree in a related field, with six (6) years of general help desk experience including three (3) years specialized experienced in the area of quality reviews and process improvement.

Additional labor category billing rates for Task 406 Configuration Management are as follows:

Labor Category	Site
Rational Administrator Specialist	Contractor
Rational Administrator Specialist	Government

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Senior Rational Administrator	Contractor
Scnior Rational Administrator	Government
Principal Rational Administrator	Contractor
Principal Rational Administrator	Government
<u> </u>	

<u>Rational Administrator</u>

Responsibilities: Rational Administrators should have the ability to deploy, configure and administer Configuration Management tools and servers including ClearCase VOB and view server. Analyze and develop the configuration needed for implementation of Rational Unified Change Management including the set-up of triggers, scripts and integration of Rational ClearCase, ClearQuest and RequisitePRO in a multisite and multiple domain environments. Manage security, user permissions, remote access, web interface, and e-mail notification. Ability to troubleshoot problems in an efficient and effective manner. Maintain procedures and guidelines for tool use and Configuration Management processes. Assist with software development tool integration. Participate in tools upgrade or new feature implementation testing. Knowledge of Perl or Shell and Visual Basic scripting. Knowledge of other Configuration Management tools such as PVCS version manager, tracker etc. Strong interpersonal & communication skills and attention to detail.

Education/Experience:

Specialist - It is desired that the Rational Administrator posses a Bachelor's Degree in computer science or related area. A Configuration Management certification is desired. A Specialist must have one (1) year as a Rational ClearCase and ClearQuest administrator, one (1) year of Configuration Management experience. Experience in writing triggers and hooks and exporting and importing data. Experience in Capability Maturity Model Level II & III is desirable. Education can be substituted for experience at the rate of one year of education for every nine months of experience. Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study. Secret Security Clearance is required.

Senior - It is desired that the Senior Rational Administrator posses a Bachelor's Degree in computer science or related area. A Configuration Management certification is desired. A Senior must have three (3) years as a Rational ClearCase and ClearQuest administrator, two (2) years of Configuration Management experience. Experience in writing triggers and books and exporting and importing data. Experience in Capability Maturity Model Level II & III is desirable. Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for

one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study. Secret Security Clearance is required.

Principal — It is desired that the Principal Rational Administrator posses a Bachelor's Degree in computer science or related area. A Configuration Management certification is desired. A Principal must have five (5) years as a Rational ClearCase and ClearQuest administrator, three (3) years of Configuration Management specialist experience, Technical expertise in Rational ClearCase with strong multisite, multidomain and Unified Change Management experience. Experience in developing and disseminating training to the Rational tool users, writing ClearCase triggers and ClearQuest hooks, exporting data from other vendors Configuration Management tools and importing into Rational Configuration Management tools. Experience in Capability Maturity Model Level II & III is desirable. Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study. Secret Security Clearance is required.

Unless otherwise noted, directly related college-related study may be substituted for experience at the rate of one academic year of study for nine months of experience, up to a maximum of four years of study. Likewise, directly related, progressively more responsive, technical experience may be substituted for undergraduate and graduate degrees at the rate of nine months of experience for one academic year of study. Also, a programming certificate from a technical or vocational school may be substituted for two years of undergraduate study.

2) Elevated the security clearance for Task Order 405 Domestic Operations Support to Top Secret security clearance needed to support crypto equipment located at the Department of State facilities. Please see the attached updated DD254.



United States Department of State

Washington, D.C. 20520

July 22, 2004

MEMORANDUM:

TO:

CA/EX/CSD - Mr. Ted Halstead

PROM:

OS/IS/IND- Ms. Andrea G. Jones

SUBJECT:

Revised approval Contract Security Classification Specification (DD 254) Contract Number S-IMAQM-01-D-0051, TASK ORDER IT 04-05 (THE ORKAND CORPORATION)

Per your request, this office has revised, generated and approved a DD Form 254 for Contract Number S-LMAQM-01-D-0051, TASK ORDER IT 04-05 (THE ORKAND CORPORATION).

Please note that this revision reflects the following changes all contractor personnel assigned to this Task Order, IT 04-05 must possess SECRET or TOP SECRET personnel security clearances issued by the Defense Security Service prior to performance on this contract.

Please provide this approved DD Form 254 to the contracting officer for incorporation into the contract. If you have any questions concerning this matter, please contact Ms. Donna-Marie McPherson at ext. (571) 345-3018.

Attachment: DD Form 254, Contract Security Classification Specification

Cc:
DS/IS/IND - Contractor File
The Orkand Corporation
CA/EX/CSD/DO - Ms. Amy Benson

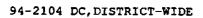
AME	DMENT OF SOLICITAT	rion/mo) :Ation o	OF CONTRACT ASSIFI	ED ONTRACT ID CODE	Page 1 of 2
2. AMEN	IDMENT/MODIFICATION NO.	3. EFFECTIVE DATE 4. RE	OUISITION/PURCHASE REQ. NO	. 5. PROJECT NO. (If applica	ble)
6. ISSUE	ED BY	CODE LMAQM19	7. ADMINISTERED BY (1	finiter then them 5) COD	Τ
	OF ACQUISITION MANAGER	MENT (A/LM/AQM)	1	f other than Item 6) CODE	
	9115, ROSSLYN STATION, U TON, VA UNITED STATES 2		E		
	Robert Wissman	Telephone: 703-875		9A. AMENDMENT OF	SOLICITATION NO.
8. NAME	AND ADDRESS OF CONTRA	ACTOR (No., street, county	, State and Zip Code)	OR DATED (CEC ITCA	
THE	ORKAND COMPANY			98. DATED (SEE ITEM	4 TT)
	700 , 7799 LEESBURG PIKE	'			F CONTRACT/ORDER
	CHURCH, VA UNITED STA		•	NO. SLMAQM01D005	
CODE	1	FACILITY COD	Ε	(X) 10B. DATED (SEE IT	EM 13) .
	· · · · · · · · · · · · · · · · · · ·	11. THIS ITEM ONLY	APPLIES TO AMENDMENTS OF S	OLICITATIONS	
The	e above numbered solicitation is an	sended as set forth in item 14. The	hour and date specified for receipt of Of	fers is extended, \	is not extended.
Off	fers must acknowledge receipt of th	is amendment prior to the hour an	d date specified in the solicitation or as a	`	
(8)	By completing Items 8 and 15, and	returning copies of the	amendment: (b) By acknowledging receiv	nt of this amount on a cast and	
TO IN I	DERECEIVED AT THE PLACE DREAM REJECTION OF YOUR OFFER. IN	BESIGNATED FOR THE RECEIPT To by virtue of this amendment your	CE TO the solicitation and amendment num OF OFFERS PRIOR TO THE HOUR AND DESIRE TO CHARGE BY OFFER SPREAKERS OF THE STREET OF T	IDERS. FAILURE OF YOUR ACKNO ND DATE SPECIFIED MAY RESUL	OWLEDGMENT T
	DUNTING AND APPROPRIAT	Thakes reference to the solicitation	n and this amendment, and is received pr	ior to the opening hour and date sp	ecified.
	FUNDED BY INDIVIDUAL D	• • • •		\$ 0.00	
		13. THIS ITEM ONLY APPL	IES TO MODIFICATION OF CONTRACT	S/ORDERS.	
HECK ONE	1		RACT/ORDER NO. AS DESCRIBED IN		
	THE CONTRACT ORDER IS IS THE CONTRACT ORDER NO. II	SUED PURSUANT TO: (Specify: N ITEM 10A.	authority) THE CHANGES SET FORTH	IN ITEM 14 ARE MADE IN	
	B. THE ABOVE NUMBERED CO changes in paying office, appropr	ONTRACT/ORDER IS MODIFIED fation date, etc.) SET FORTH IN I	TO REFLECT THE ADMINISTRATIVE C TEM 14, PURSUANT TO THE AUTHORI	HANGES (such as	(3(b)
***		EEMENT IS ENTERED INTO PU			
	D. OTHER (Specify type of mod	ilization and subscitut			
•	l .	and the Term of the Contract S	ervices (MAR 2000)	,	
. IMPOR	TANT: Contractor X is	not, is required to sig	n this document and return	copies to the issuing office.	
he purpo	RIPTION OF AMENDMENT/M se of this modification is to exc	IODIFICATION (Organized	by UCF section headings, including Contract No. S-LMAQM-01-D-005	solicitation/contract publicat a	atter where feasible.)
	• • - • - •				
			n 23, dated 06/11/2004 is hereby in	corporated into Contract No. S	-LMAQM-01-D-0051.
unds shai	If be obligated by the issuance	of separate delivery orders.	•		·
				•	
		,			•
	•		•		•
CODE AS Prov	ided herein, all terms and conditions of t	he document referenced in Item 9A or	TOA, as heretofore changed, remains unchange	od end in full force and effect.	·
	AND TITLE OF SIGNER(Typ	xe or print)	16A. NAME AND TITLE OF CON Robert Wissman	TRACTING OFFICER (Type of	r print)
æ. Cont	RACTOR/OFFEROR	15C. DATE SIGNED	1//3/1/2		16C. DATE SIGNED
(Signal	ture of person authorized to si	an)	BY / Signature of Contraction	- Office d	02/24/2005
SE = 40-01.1			(Signature of Contracting	g Officer)	

PREVIOUS EDITION UNUSABLE

UNCLASSIFIED

STANDARD FORM 30 (REV 10-83; Prescribed by GSA FAR (48 CFR; 53 243

B4



WAGE DETERMINATION NO: 94-2104 REV (23) AREA: DC, DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD:94-2103

REGISTER OF WAGE DETERMINATIONS UNDER By direction of the Secretary of Labor |

U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT. | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

William W.Gross Division of

OCCUPATION CODE - TITLE

| Wage Determination No.: 1994-2104 Revision No.: 23

Wage Determinations

Date Of Revision: 06/11/2004

MINIMUM WAGE RATE

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St

Mary's

Director

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

	11211214014	WAGE TALE
01000 - Administrative Support and Clerical Occupations		
.01011 - Accounting Clerk I		11.73
01012 - Accounting Clerk II		12.75
01013 - Accounting Clerk III		14.49
01014 - Accounting Clerk IV		16.50
01030 - Court Reporter		16.50
01050 - Dispatcher, Motor Vehicle		16.50
01060 - Document Preparation Clerk		12.75
01070 - Messenger (Courier)		10.23
01090 - Duplicating Machine Operator		12.75
01110 - Film/Tape Librarian		14.65
01115 - General Clerk I		11.68
01116 - General Clerk II		13.72
01117 - General Clerk III		15.32
01118 - General Clerk IV		18.74
01120 - Housing Referral Assistant		19.04
01131 - Key Entry Operator I		11.73
01132 - Key Entry Operator II		12.75
01191 - Order Clerk I	_	14.74
01192 - Order Clerk II	•	16.29
01261 - Personnel Assistant (Employment) I		13.05
01262 - Personnel Assistant (Employment) II		. 14.49
01263 - Personnel Assistant (Employment) III		16.50
01264 - Personnel Assistant (Employment) IV		19.60
01270 - Production Control Clerk		17.82
01290 - Rental Clerk		15.42
01300 - Scheduler, Maintenance	~	15.26
01311 - Secretary I		15.26
01312 - Secretary II		15.26
		10.30

01313 - Secretary III		10.00
01314 - Secretary IV	•	19.04
01315 - Secretary V	•	20.52
01320 - Service Order Dispatcher		23.47
01341 - Stenographer I		15.82
01342 - Stenographer II	·	14.68
01400 - Supply Technician	•	16.47
01420 - Survey Worker (Interviewer)		20.52
01460 - Switchboard Operator-Receptionist		14.94
01510 - Test Examiner	·	10.96
01520 - Test Proctor	•	16.56
01531 - Travel Clerk I		16.56
01532 - Travel Clerk II	•	11.63
01533 - Travel Clerk III		12.49
01611 - Word Processor I		13.41
01612 - Word Processor II		12.75 14.49
01613 - Word Processor III		
03000 - Automatic Data Processing Occupations	.	16.65
03010 - Computer Data Librarian	•	14.15
03041 - Computer Operator I		14.15
03042 - Computer Operator II	•	16.50
03043 - Computer Operator III		18.60
03044 - Computer Operator IV		20.52
03045 - Computer Operator V		23.22
03071 - Computer Programmer I (1)		19.64
03072 - Computer Programmer II (1)		23.33
03073 - Computer Programmer III (1)	•	27,62
03074 - Computer Programmer IV (1)		27.62
03101 - Computer Systems Analyst I (1)	•	27.62
03102 - Computer Systems Analyst II (1)	••	27.62
03103 - Computer Systems Analyst III (1)		27.62
03160 - Peripheral Equipment Operator		14.49
05000 - Automotive Service Occupations		
05005 - Automotive Body Repairer, Fiberglass	5 .	22.73
05010 - Automotive Glass Installer		17.88
05040 - Automotive Worker		17.88
05070 - Electrician, Automotive		18.95
05100 - Mobile Equipment Servicer		15.69
05130 - Motor Equipment Metal Mechanic	•	19.98
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		17.88
		20.07
-05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker		16.91
05280 - Motor Vehicle Wrecker		17.88
05310 - Painter, Automotive		17.88
05340 - Radiator Repair Specialist		18.95
05370 - Tire Repairer	•	17.88
05400 - Transmission Repair Specialist		14.43
07000 - Food Preparation and Service Occupation	on e	19.98
(not set) - Food Service Worker	115	
07010 - Baker		9.01
07041 - Cook I		11.87
07042 - Cook II		10.93
07070 - Dishwasher	•	12.46
07130 - Meat Cutter		9.76 16.07
07250 - Waiter/Waitress		8.59
09000 - Furniture Maintenance and Repair Occupa	ations	. 0.39
09010 - Electrostatic Spray Painter	··································	18.05
09040 - Furniture Handler	•	12.55
09070 - Furniture Refinisher		18.05
		10.03

·	
09100 - Furniture Refinisher Helper .	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	. 9.67
11060 - Elevator Operator	9.79
11090 - Gardener	14.27
11121 - House Keeping Aid I	9.83
11122 - House Keeping Aid II 11150 - Janitor	10.32
	10.12
11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman	11.65
11270 - Pest Controller	9.83
11300 - Refuse Collector	12.44
11330 - Refuse Coffector 11330 - Tractor Operator	11.69
11360 - Window Cleaner	. 14.00
12000 - Health Occupations	10.51
12020 - Dental Assistant	
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driv	16.90
12071 - Licensed Practical Nurse I	
12072 - Licensed Practical Nurse II	15.86 17.79
12073 - Licensed Practical Nurse III	17.79
12100 - Medical Assistant	19.92
12130 - Medical Laboratory Technician	12.94
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.97
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.33
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	28.94
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	34.48
13000 - Information and Arts Occupations	41.33
13002 - Audiovisual Librarian	
13011 - Exhibits Specialist I	20.85
13012 - Exhibits Specialist II	17.98
13013 - Exhibits Specialist III	23.33
13041 - Illustrator I	27.29
13042 - Illustrator II	18.73 23.42
13043 - Illustrator III	23.42 28.82
13047 - Librarian	23.59
13050 - Library Technician	17.18
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.71
15030 - Counter Attendant	8.71
15040 - Dry Cleaner	10.03
15070 - Finisher, Flatwork, Machine	8.71
15090 - Presser, Hand	8.71
15100 - Presser, Machine, Drycleaning	8.71

	•
15130 - Presser, Machine, Shirts	8.71
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71
15190 - Sewing Machine Operator	10.77
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
21000 - Material Handling and Packing Occupations	20.00
21010 - Fuel Distribution System Operator	19.38
21020 - Material Coordinator	18.47
21030 - Material Expediter	18.47
21040 - Material Handling Laborer	11.50
21050 - Order Filler	13.21
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.48
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.09
21140 - Store Worker I	9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.05
21210 - Tools and Parts Attendant	16.99
21400 - Warehouse Specialist	15.76
23000 - Mechanics and Maintenance and Repair Occupations 23010 - Aircraft Mechanic	
23010 - Aircraft Mechanic 23040 - Aircraft Mechanic Helper	22.24
23050 - Aircraft Quality Control Inspector	14.71
23060 - Aircraft Servicer	23.43
23070 - Aircraft Worker	17.82
23100 - Appliance Mechanic	18.09 18.95
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.68
23130 - Carpenter, Maintenance	18.95
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	22,59
23181 - Electronics Technician, Maintenance I	17.65
23182 - Electronics Technician, Maintenance II	21.92
23183 - Electronics Technician, Maintenance III	23.87
23260 - Fabric Worker	16.55
23290 - Fire Alarm System Mechanic	19.98
23310 - Fire Extinguisher Repairer	15.69
23340 - Fuel Distribution System Mechanic 23370 - General Maintenance Worker	20.93
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.28
23430 - Heavy Equipment Mechanic	19.61
23440 - Heavy Equipment Operator	19.98 20.76
23460 - Instrument Mechanic	19.98
23470 - Laborer	12.97
23500 - Locksmith	18.95
23530 - Machinery Maintenance Mechanic	20.51
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	14.54
23640 - Millwright	21.67
23700 - Office Appliance Repairer	18.95
23740 - Painter, Aircraft	21.29
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	22.12
23800 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	19.98
23870 - Kigger 23870 - Scale Mechanic	19.98
	17.88

•	
23890 - Sheet-Metal Worker, Maintenance	19.98
23910 - Small Engine Mechanic	20.05
23930 - Telecommunication Mechanic I	21.35
23931 - Telecommunication Mechanic II	22.50
23950 - Telephone Lineman	20.93
23960 - Welder, Combination, Maintenance	19.98
23965 - Well Driller	. 19.98
23970 - Woodcraft Worker	19.98
23980 - Woodworker	15.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	15.86
24600 - Chore Aid	9.29
24630 - Homemaker	16.45
25000 - Plant and System Operation Occupations	200,20
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	13.85
25210 - Water Treatment Plant Operator	19.72
27000 - Protective Service Occupations	
(not set) - Police Officer	22.74
27004 - Alarm Monitor	16.79
27006 - Corrections Officer	17.69
. 27010 - Court Security Officer	20.31
27040 - Detention Officer	18.29
27070 - Firefighter	20.59
27101 - Guard I	10.46
27102 - Guard II	13.78
28000 - Stevedoring/Longshoremen Occupations	100
28010 - Blocker and Bracer	18.44
28020 - Hatch Tender	18.44
28030 - Line Handler	18.44
28040 - Stevedore I	17.34
28050 - Stevedore II	19.56
29000 - Technical Occupations	
21150 - Graphic Artist	20.74
29010 - Air Traffic Control Specialist; Center (2)	30.83
29011 - Air Traffic Control Specialist, Station (2)	21.26
29012 - Air Traffic Control Specialist, Terminal (2)	23.42
29023 - Archeological Technician I	15.52
29024 - Archeological Technician II	17.35
29025 - Archeological Technician III	21.94
29030 - Cartographic Technician	23.33
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.42
29040 - Civil Engineering Technician	21.52
29061 - Drafter I	13.01
29062 - Drafter II	.16.29
29063 - Drafter III	18.30
29064 - Drafter IV	23.33
29081 - Engineering Technician I	16.15
29082 - Engineering Technician II	18.75
29083 - Engineering Technician III	22.54
29084 - Engineering Technician IV	25.86
29085 - Engineering Technician V	31.62
29086 - Engineering Technician VI	38.26
29090 - Environmental Technician	19.29
29100 - Flight Simulator/Instructor (Pilot)	22.59
29160 - Instructor	24.57
29210 - Laboratory Technician	18.56
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29240 - Mathematical Technician	
29361 - Paralegal/Legal Assistant I	23.44
29362 - Paralegal/Legal Assistant II	20.03
29363 - Paralegal/Legal Assistant III	24.82
29364 - Paralegal/Legal Assistant IV	30.35
29390 - Photooptics Technician	36.73
29480 - Technical Writer	23.33
29491 - Unexploded Ordnance (UXO) Technician I	25.95
29492 - Unexploded Ordnance (UXO) Technician II	19.59
29493 - Unexploded Ordnance (UXO) Technician III	23.71
29494 - Unexploded (UXO) Safety Escort	28.41
29495 - Unexploded (UXO) Sweep Personnel	19.59
29620 - Weather Observer, Senior (3)	19.59
29621 - Weather Observer Combined Hanne Die	21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 29622 - Weather Observer, Upper Air (3)	
31000 - Transportation/ Mobile Emission August	18.30
31000 - Transportation/ Mobile Equipment Operation Occupations 31030 - Bus Driver	
31260 - Parking and Lot Attendant	15.95
31290 - Shuttle Bus Driver	8.62
31300 - Taxi Driver	13.45
31361 - Truckdriver, Light Truck	12.09
31362 - Truckdriver, Medium Truck	13.45
31363 - Truckdriver, Heavy Truck	17.09
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	18.40
99020 - Animal Caretaker	
99030 - Cashier	9.53
99041 - Carnival Equipment Operator	8.93
99042 - Carnival Equipment Repairer	12.35
99043 - Carnival Worker	13.30
99050 - Desk Clerk	8.31
99095 - Embalmer	9.78
99300 - Lifeguard	19.04
00010	10.30
99350 - Park Attendant (Aide)	23.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.93
99500 - Recreation Specialist	10.11
.99510 - Recycling Worker	15.94
99610 - Sales Clerk	15.47
99620 - School Crossing Guard (Crosswalk Attendant)	10.84
99630 - Sport Official	11.37
99658 - Survey Party Chief (Chief of Party)	11.24
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.05
99660 - Surveying Aide	17.16
99690 - Swimming Pool Operator	11.22
99720 - Vending Machine Attendant	13.93
99730 - Vending Machine Repairer	10.73
99740 - Vending Machine Repairer Helper	13.93
	11.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor: 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. Al operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

UNCLASSIFIED

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage

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ontact:	Thomas McFadden	Telephone: 703-875	i-6747		T	9A. AMENDMENT OF SC	LICITATION NO.
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AMENDMENT OF SOLICITA	TION/M' FICATIO	ON OF CONTRACT ASSIFI	ΕĽ	1. CONTRACT ID CODE Page 1 of 2
2. AMENDMENT/MODIFICATION NO. M019	3. EFFECTIVE DATE 4. 05/18/2006	REQUISITION/PURCHASE REQ. NO.	5. Pi	ROJECT NO. (If applicable)
6. ISSUED BY	CODE LMAQM1	Q 7 ADMINISTRACE OV W	1	
OFFICE OF ACQUISITION MANAGEM	<u></u>	9 7. ADMINISTERED BY (#	cıner	r than item 6) CODE
PO BOX 9115, ROSSLYN STATION, U ARLINGTON, VA UNITED STATES 22	S DEPARTMENT OF STA	ATE		
Contact: Tracy Robinson	Telephone: 703-	875-4752		9A. AMENDMENT OF SOLICITATION NO.
8. NAME AND ADDRESS OF CONTRA	CTOR (No., street, cou	inty, State and Zip Code)	}	9B. DATED (SEE ITEM 11)
THE ORKAND COMPANY			_	
SUITE 700 , 7799 LEESBURG PIKE			(X)	10A. MODIFICATION OF CONTRACT/ORDE NO. SLMAQM01D0051
FALLS CHURCH, VA UNITED STAT		005	8	10B. DATED (SEE ITEM 13)
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TO BE RECEIVED AT THE PLACE D IN REJECTION OF YOUR OFFER. II	ESIGNATED FOR THE RECE by virtue of this amendment y makes reference to the solici	erence to the solicitation and amendment nun EIPT OF OFFERS PRIOR TO THE HOUR AN ou desire to change an offer already submitte tation and this amendment, and is received pr	D DAT	TE SPECIFIED MAY RESULT In change may be made by telegram or the opening hour and data specified.
TO BE FUNDED BY INDIVIDUAL DE	• •			\$ 0.00
	13. THIS ITEM ONLY AF IT MODIFIES THE CO	PLIES TO MODIFICATION OF CONTRACTS ONTRACT/ORDER NO. AS DESCRIBED IN I	ORDI	ERS.
A. THIS CHANGE ORDER IS ISS THE CONTRACT ORDER NO. II		ify authority) THE CHANGES SET FORTH IN	N ITEM	1 14 ARE MADE IN
B. THE ABOVE NUMBERED CO	INTRACT/ORDER IS MODIFICATION date, etc.) SET FORTH	ED TO REFLECT THE ADMINISTRATIVE CH IN ITEM 14, PURSUANT TO THE AUTHORI	IANGE	S (such es AUTHORITY OF FAR 43.103(b).
C. THIS SUPPLEMENTAL AGRE	EMENT IS ENTERED INTO I	PURSUANT TO AUTHORITY OF:		
D. OTHER (Specify type of mode	fication and authority)		 -	<u>.</u>
. IMPORTANT: Contractor X is i	not, is required to	sign this document and return co	oies to	o the issuing office.
4. DESCRIPTION OF AMENDMENT/MC The purpose of this modification is to incor S-LMAQM-01-D-0051effective March 1, 26	porate the attached Wage I			ation/contract subject matter where feasible.) dated 05/23/2005 into Contract No.
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scept as provided herein, all terms and conditions of the SA. NAME AND TITLE OF SIGNER (Type		16A. NAME AND TITLE OF CONT		
SB. CONTRACTOR/OFFEROR	15C. DATE SIGNI	11 -11 01	1.	16C. DATE SIGNED
(Signature of person authorized to sign	7)	(Signature of Contracting	Office	5/18/06
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

William W.Gross Director

Division of Wage Determinations

Wage Determination No.: 1994-2104

Revision No.: 25

Date of Last Revision: 05/23/2005

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01 000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12 .16
01012 - Accounting Clerk II	12 .86
01013 - Accounting Clerk III	14 .89
01014 - Accounting Clerk IV	16 .65
01030 - Court Reporter	17 .02
01050 - Dispatcher, Motor Vehicle	16 .50
01060 - Document Preparation Clerk	12 .75
01070 - Messenger (Courier)	10 .23
01090 - Duplicating Machine Operator	12 .75
01110 - Film/Tape Librarian	15 .10
01115 - General Clerk I	11 .68
01116 - General Clerk II	13 .72
01117 - General Clerk III	15 .32
01118 - General Clerk IV	18 .74
01120 - Housing Referral Assistant	19 .30
01131 - Key Entry Operator I	12 .67
01132 - Key Entry Operator II	13 .82
01191 - Order Clerk 1	14 .74
01192 - Order Clerk II	16 .29
01261 - Personnel Assistant (Employment) I	13 .05
01262 - Personnel Assistant (Employment) II	15 .10
01263 - Personnel Assistant (Employment) III	17 .02
01264 - Personnel Assistant (Employment) IV	19 .60
01270 - Production Control Clerk	18 .89
01290 - Rental Clerk	15 .42
01300 - Scheduler, Maintenance	. 15 ,26
01311 - Secretary I	16.11

01312 - Secretary II	UNCLASSIFIED •	17.31
01313 - Secretary III		19 .30
01314 - Secretary IV		21 .45
01315 - Secretary V		23 .75
01320 - Service Order Dispatcher		15 .82
01341 - Stenographer I		15 .15
01342 - Stenographer II	·	16 .47
01400 - Supply Technician	•	21 .45
01420 - Survey Worker (Interviewer)		16 .43
01460 - Switchboard Operator-Receptionist		12 .06
· 01510 - Test Examiner		17 .31
01520 - Test Proctor		17 .31
01531 - Travel Clerk I	·	11 .63
01532 - Travel Clerk II		12 .49
01533 - Travel Clerk III	·	13 .41
01611 - Word Processor I		12 .75
01612 - Word Processor II		15 .10
01613 - Word Processor III	·	17 . 02
•	•	
03000 - Automatic Data Processing Occupations		
03010 - Computer Data Librarian		15 .10
03041 - Computer Operator I		15 .10
03042 - Computer Operator II	•	17 .02
03043 - Computer Operator III	•	18 .89
03044 - Computer Operator IV		21 .09
03045 - Computer Operator V	•	23 .35
03071 - Computer Programmer I (1)	•	19 .64
03072 - Computer Programmer II (1)	•	23 .33
03073 - Computer Programmer III (1)	•	27 .62
03074 - Computer Programmer IV (1)		27 .62
03101 - Computer Systems Analyst I (1)		27 .62
03102 - Computer Systems Analyst II (1)		27 .62
03103 - Computer Systems Analyst III (1)		27 .62
03160 - Peripheral Equipment Operator		15 .10
05000 - Automotive Service Occupations		
05005 - Automotive Body Repairer, Fiberglass		22 .73
05010 - Automotive Glass Installer		17 .88
05040 - Automotive Worker		17 .88
05070 - Electrician, Automotive		18 .95
05100 - Mobile Equipment Servicer		15 .69
05130 - Motor Equipment Metal Mechanic		19 .98
05160 - Motor Equipment Metal Worker	•	17 .88
05190 - Motor Vehicle Mechanic		20 .07
05220 - Motor Vehicle Mechanic Helper	•	16 .81
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05250 - Motor Vehicle Upholstery Worker

17 .88

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12.190 - Medical Record Technician	UNCLASSIFIED •	
12221 - Nursing Assistant I	CITCERISSIN ILD	16 .47
12222 - Nursing Assistant II		9 .32
12222 - Nursing Assistant II	,	10 .48
<u> </u>	•	11 .94
12224 - Nursing Assistant IV	·	13 .40
12250 - Pharmacy Technician		13 .02
12280 - Phlebotomist		13 .40
12311 - Registered Nurse I		24 .92
12312 - Registered Nurse II	•	29 .47
12313 - Registered Nurse II, Specialist		29 .47
12314 - Registered Nurse III		35 .65
12315 - Registered Nurse III, Anesthetist		35 .65
12316 - Registered Nurse IV		42 .73
13000 - Information and Arts Occupations		
13002 - Audiovisual Librarian		20 .85
13011 - Exhibits Specialist I	,	17 .98
13012 - Exhibits Specialist II		23 .33
13013 - Exhibits Specialist III		28 .07
13041 - Illustrator I	•	18 .73
13042 - Illustrator II		23 ,42
13043 - Illustrator III		28 .82
13047 - Librarian		24 ,54
13050 - Library Technician		17 .18
13071 - Photographer I		14 .67
13072 - Photographer II		17 .18
13073 - Photographer III		21 .52
13074 - Photographer IV		26 .05
13075 - Photographer V		29 .15
15006 Laurden Des Claurina Duraina de la	4-3-0	
15000 - Laundry, Dry Cleaning, Pressing and Rela 15010 - Assembler	ted Occupations	
15030 - Counter Attendant		8 .71
15040 - Dry Cleaner		8 .71
15070 - Finisher, Flatwork, Machine		10 .94
15090 - Presser, Hand		8 .71
15100 - Presser, Machine, Drycleaning		8.71
15130 - Presser, Machine, Shirts	·	8 .71
15160 - Presser, Machine, Wearing Apparel, Laundry		8.71
15190 - Sewing Machine Operator	'	8 .71
15220 - Tailor		11 .73
15250 - Washer, Machine	·	12 .43
13230 - Washer, Machine		9 .31
19000 - Machine Tool Operation and Repair Occup	ations	
19010 - Machine-Tool Operator (Toolroom)		18 .95
19040 - Tool and Die Maker		23 .05
	•	

21000 - Material Handling and Packing Occupations	,
21010 - Fuel Distribution System Operator	. 19 .38
21020 - Material Coordinator	19 .05
21030 - Material Expediter	19 .05
21040 - Material Handling Laborer	11 .50
21050 - Order Filler	13 .21
21071 - Forklift Operator	16 .04
21080 - Production Line Worker (Food Processing)	15 .93
21100 - Shipping/Receiving Clerk	13 .15
21130 - Shipping Packer	13 .15
21140 - Store Worker I	9 .06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13 .05
21210 - Tools and Parts Attendant	16 .99
21400 - Warehouse Specialist	16 .04
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22 .24
23040 - Aircraft Mechanic Helper	14 .71
23050 - Aircraft Quality Control Inspector	23 ,43
23060 - Aircraft Servicer	17 .82
23070 - Aircraft Worker	18 .09
23100 - Appliance Mechanic	18 .95
23120 - Bicycle Repairer	14 .43
23125 - Cable Splicer	24 .68
23130 - Carpenter, Maintenance	. 18 .95
23140 - Carpet Layer	. 17 .80
23160 - Electrician, Maintenance	22 .59
23181 - Electronics Technician, Maintenance I	19 .42
23182 - Electronics Technician, Maintenance II	21 .92
23183 - Electronics Technician, Maintenance III	. 23 .87
23260 - Fabric Worker	16 .61
23290 - Fire Alarm System Mechanic	19 .98
23310 - Fire Extinguisher Repairer	15 .69
23340 - Fuel Distribution System Mechanic	21 .05
23370 - General Maintenance Worker	17 .28
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20 .87
23430 - Heavy Equipment Mechanic	19 .98
23440 - Heavy Equipment Operator	20 .76
23460 - Instrument Mechanic	19 .98
23470 - Laborer	14 .27
23500 - Locksmith	. 18 .95
23530 - Machinery Maintenance Mechanic	20 .51
23550 - Machinist, Maintenance	21 .52
23580 - Maintenance Trades Helper	14 .54
23640 - Millwright	21 85

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18.71

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28050 - Stevedore II

UNCLASSIFIED

20000 Stevedore II			21 .11
29000 - Technical Occupations	• .		
21150 - Graphic Artist			22 .81
29010 - Air Traffic Control Specialist,	Center (2)		32 .70~
29011 - Air Traffic Control Specialist,			22 .54
29012 - Air Traffic Control Specialist,		•	
29023 - Archeological Technician I			24 .82
29024 - Archeological Technician II		•	15 .78
29025 - Archeological Technician III			17 .58
29030 - Cartographic Technician			21 .94
29035 - Computer Based Training (CB	T) Specialist/ Instructor		23 .33
29040 - Civil Engineering Technician			31 .26
29061 - Drafter I			22 .19
29062 - Drafter II			14 .31 16 .57
29063 - Drafter III	•		18 .53
29064 - Drafter IV			23 .33
29081 - Engineering Technician I		•	23 .33 17 .67
29082 - Engineering Technician II		•	17 .07
29083 - Engineering Technician III			22 .54
29084 - Engineering Technician IV			27 .49
29085 - Engineering Technician V		•	33 .62
29086 - Engineering Technician VI	•		40 .67
29090 - Environmental Technician			21 .22
29100 - Flight Simulator/Instructor (Pilo	ot)		36 .95
29160 - Instructor		•	26 .54
29210 - Laboratory Technician			18 .56
29240 - Mathematical Technician	•		23 .70
29361 - Paralegal/Legal Assistant I			20 .03
29362 - Paralegal/Legal Assistant II			24 .82
29363 - Paralegal/Legal Assistant III			30 .35
29364 - Paralegal/Legal Assistant IV			36 .73
29390 - Photooptics Technician			23 .33
29480 - Technical Writer			28 .55
29491 - Unexploded Ordnance (UXO) Te	echnician I		20 .78
29492 - Unexploded Ordnance (UXO) Te	chnician II	, ,	25 .14
29493 - Unexploded Ordnance (UXO) Te	chnician III		30 .13
29494 - Unexploded (UXO) Safety Escor	t .		20 .78
29495 - Unexploded (UXO) Sweep Perso	nnel		20 .78
29620 - Weather Observer, Senior (3)			21 .32
29621 - Weather Observer, Combined Up	per Air and Surface Program	ns (3)	18 .30
29622 - Weather Observer, Upper Air (3)			18 .30

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver		15 .95
31260 - Parking and Lot Attendant	•	8.62

Wage Determination: 1994-2104, 25		
31290 - Shuttle Bus Driver	UNCLASSIFIED	13 .45
31300 - Taxi Driver		12 .71
31361 - Truckdriver, Light Truck		13 .89
31362 - Truckdriver, Medjum Truck		17 .09
31363 - Truckdriver, Heavy Truck		17 .09
31364 - Truckdriver, Tractor-Trailer		18 .40
		10.40
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker		10 .47
99030 - Cashier		9 .82
99041 - Carnival Equipment Operator	•	12 .35
99042 - Carnival Equipment Repairer		13 .30
99043 - Carnival Worker		8.31
99050 - Desk Clerk	•	9 .78
99095 - Embalmer	·	19 .79
99300 - Lifeguard	•	10 .92
99310 - Mortician	,	24 .77
99350 - Park Attendant (Aide)		13 .71
99400 - Photofinishing Worker (Photo Lab Tech., Darkro	om Tech)	11 .12
99500 - Recreation Specialist	•	16 .99
99510 - Recycling Worker		15 .47
99610 - Sales Clerk		11 .08
99620 - School Crossing Guard (Crosswalk Attendant)		11 .37
99630 - Sport Official		11 .24
99658 - Survey Party Chief (Chief of Party)		18 .39
99659 - Surveying Technician (Instr. Person/Surveyor Ass	st./Instr.)	17 .48
99660 - Surveying Aide		11 .43
99690 - Swimming Pool Operator		13 .93
99720 - Vending Machine Attendant		10 .73
99730 - Vending Machine Repairer		13 .93
99740 - Vending Machine Repairer Helper		11 .34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.87 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

Wage Determination: 1994-2104, 25_

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1) Does not apply to employees employed a boona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4 (c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

UNCLASSIFIED •

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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The	e above numbered solicitation is ex	nended as set forth in li	em 14. The hour	and date specified for receipt of	Offers	is extended.	is not extended.
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	C. THIS SUPPLEMENTAL AGRE	EMENT IS ENTERED I	NTO PURSUANT	TO AUTHORITY OF:			
	D. OTHER (Specify type of modit	Rostion and authority)				·	
	MUTUAL AGREEMENT OF T	HE PARTIES					
	ANT: Contractor is n		ed to sign this do	ocument and return 1 c	copies to	the issuing office.	
4. DESCR	IPTION OF AMENDMENT/MC	DIFICATION (C	Organized by UC	F section headings, includin	g solicite	tion/contract subject math	er where feasible.)
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DESCRIPTION/SPECIFICATIONS/WORK STATEMENT								
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